

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF FEBRUARY 19, 2020**

Board Members Present: Mr. John S. Kendall, Chairman  
Ms. Mazie A. Harris, Vice Chairman  
Mr. Donald J. Storino, Secretary

Others Present: Ms. Beverly Sanders, Director of Human Resources  
Mr. Ted Kosowski, Assistant Director of Human Resources  
Mr. Brian Deitz, Human Resources Manager  
Mr. Robert Byrne, Senior Human Resources Analyst  
Ms. Christian Johnson, Senior Human Resources Analyst  
Mr. Thomas Soukup, Associate Human Resources Analyst  
Mr. James Murray, Head Assistant Attorney  
Mr. Joseph Cook, Principal Attorney  
Ms. Elizabeth Fragale, Principal Attorney  
Ms. Gina Lencioni, Senior Attorney  
Mr. Seth Rosenberg, Senior Attorney  
Mr. Frank Avila, Attorney  
Mr. Eric White, Respondent  
Mr. James Rogers, Attorney  
Ms. Rhonda Thomas, Appellant  
Mr. Jeffrey Mitchell, Appellant  
Ms. Angie Hamada, Attorney  
Mr. Kenneth Akins, Jr., Respondent  
Ms. Kendra Spearman, Attorney  
Mr. Robert Quezada, Appellant  
Mr. Gregory Gately, Respondent  
Mr. Matt Pierce, Attorney  
Mr. Joseph Notaro, Union Representative  
Ms. Shao-Kuang Huang, Appellant  
Ms. Claudia Mroczkowski, Respondent  
Ms. Heewon O'Connor, Attorney  
Ms. Ann Dangles, Respondent  
Mr. Carlos Perez, Union Representative  
Mr. Erich Werner, Respondent  
Ms. Lisa Esposito, Police Lieutenant  
Mr. Joseph Buck, Police Officer  
Mr. Cupid Stewart, Police Officer  
Ms. Rhonda Thomas, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Mr. Chris Dangles, Observer  
Ms. Dorothy Mroczkowski, Observer  
Ms. Barbara Nybo, Observer  
Mr. Richard Bradley, Observer  
Mr. Andrew Jester, Observer  
Mr. Tim Delathouwer, Witness  
Mr. Nathaniel Tabay, Witness  
Mr. David Koza, Witness  
Mr. Gregory Gately, Witness

Mr. Joseph Notaro, Witness  
Mr. Thomas Soukup, Witness  
Mr. Brian Deitz, Witness

The meeting was convened at approximately 10:00 AM with Chairman John S. Kendall presiding.

The minutes of the regular meeting of January 31, 2020 were approved.

The minutes of the executive session of January 31, 2020 were approved.

The minutes of the special meeting of January 31, 2020 were approved.

The minutes of the executive session of the special meeting of January 31, 2020 were approved.

There was no public comment.

***Findings and Decisions***

Sharad Merchant Discharge (Case No. 18-11) and Appeal (Case No. 18-12) was passed.

Eric White Discussion ensued regarding the date of the decision, which was provided to Mr. White on February 13, 2020.

Sharad Merchant Recalled. The Board presented their written decision.

Kathleen Chapman The Board granted the District's request for discharge. The Board's written Decision will be presented at the next meeting.

***The preliminary call of hearings revealed:***

Nicole Doria Appeal (Case No. 18-14) and Discharge (Case No. 19-02) continued to April 22, 2020 for status.

Rhonda Thomas Tentatively set for hearing on March 18, 2020.

Farhan Qureshi Continued to March 18, 2020 for status and tentatively set for hearing on April 22, 2020.

Jeffrey Mitchell Continued to April 22, 2020 for status.

Kenneth Akins, Jr. Continued to March 18, 2020 for status.

Robert Quezada Continued to March 18, 2020 for status.

Gregory Gately Set for hearing at 10:30 a.m.

Shao-Kuang Huang Case Nos. 19-11, 19-12 & 19-13 set for oral argument at 10:15 a.m.

Baron Lewis Mr. Lewis resigned. This matter was stricken from the call.

Claudia Mroczkowski Set for hearing on March 18, 2020 at 10:15 a.m. Discovery will be closed March 12, 2020.

Rhonda Thomas Recalled to re-schedule. Continued to May 20, 2020 for status.

Ann Dangles Set for hearing on March 18, 2020 at 10:15 a.m. The hearing for Ms. Mroczkowski and Ms. Dangles will be consolidated. Discovery will be closed March 12, 2020.

The attendance and performance review for Erich Werner reported that Mr. Werner was in compliance.

Mr. Kosowski introduced Amendment 489: Revise the Minimum Qualification Requirements for the Comptroller classification.

Mr. Kosowski reported that since the last meeting of the Board, there had been twelve (12) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were thirteen (13) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there was one (1) termination of probation.

Shao-Kuang Huang Ms. Fragale, counsel for the District, presented oral arguments in support of the District's Motion to Dismiss. Ms. Huang presented her oral arguments. Ms. Fragale rebutted Ms. Huang's arguments.

The Board adjourned the hearing at approximately 10:38 AM to an executive session.

The Board resumed the meeting at approximately 10:47 AM

Shao-Kuang Huang The Board granted the District's Motion to Dismiss.

Eric White Recalled. The District was instructed to draft an Order regarding the date of Mr. White's reinstatement.

The Board recessed the meeting at approximately 10:51 AM

The Board commenced the hearing at approximately 10:51 AM

Gregory Gately Mr. Matt Pierce, counsel for Mr. Gately, requested that certain exhibits be excluded. Mr. Joseph Cook, counsel for the District responded. The Board reserved judgment and decided to rule after testimony began. The Board, Mr. Pierce and Mr. Cook discussed timing.

The Board recessed the hearing at approximately 11:02 AM  
The Board resumed the hearing at approximately 11:12 AM

Gregory Gately Mr. Cook, counsel for the District, presented his opening statements. Mr. Pierce, counsel for Mr. Gately, presented his opening statements. Witnesses had been excluded.

Mr. Cook, counsel for the District, called and questioned Mr. Tim Delathouwer as a witness. Mr. Cook presented District Exhibit H. Mr. Pierce cross examined Mr. Delathouwer.

Mr. Seth Rosenberg, counsel for the District, called and questioned Mr. Nathaniel Tabay as a witness. Mr. Pierce cross examined Mr. Tabay. Mr. Pierce presented Gately Exhibit No. 3, which was admitted into evidence. Mr. Rosenberg examined Mr. Tabay on re-direct. The Board questioned Mr. Tabay.

The Board recessed the hearing at approximately 12:25 PM  
The Board resumed the hearing at approximately 12:35 PM

Gregory Gately Mr. Cook, counsel for the District, called and questioned Mr. David Koza as a witness. Mr. Cook presented District Exhibits A, B, C, D, E, F, and H as exhibits. Mr. Pierce cross examined Mr. Koza. Mr. Pierce presented District Exhibit B and Gately Exhibit No. 6.

Mr. Cook, counsel for the District, called and questioned Mr. Gregory Gately. Mr. Cook presented District Exhibit G. Mr. Pierce cross examined Mr. Gately. District Exhibits A-H were admitted into evidence. The District rested its case. The Board, Mr. Pierce and Mr. Cook discussed timing.

The Board recessed the hearing at approximately 2:20 PM  
The Board resumed the hearing at approximately 2:37 PM

Gregory Gately Mr. Pierce, counsel for Mr. Gately, called and questioned Mr. Joseph Notaro as a witness. Mr. Pierce presented Gately Exhibit Nos. 7 and 8. Mr. Cook cross examined Mr. Notaro. Mr. Cook presented Gately Exhibit No. 7. Mr. Pierce questioned Mr. Notaro on re-direct presenting Gately Exhibit No. 8.

Mr. Pierce, counsel for Mr. Gately, called Mr. Thomas Soukup as a witness. Mr. Pierce presented Gately Exhibit No. 2.

Mr. Pierce, counsel for Mr. Gately, called Mr. Brian Deitz as a witness. Mr. Pierce presented Gately Exhibit Nos. 1 and 5. The Board questioned Mr. Deitz. Mr. Cook cross examined Mr. Deitz.

Gregory Gately

Mr. Pierce, counsel for Mr. Gately, recalled Mr. Gately for clarification.

Mr. Pierce, counsel for Mr. Gately, rested his case. Gately Exhibit Nos. 1-3 and 5-8 were admitted into evidence.

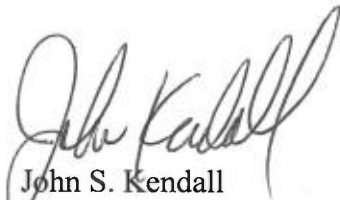
Mr. Cook presented the District's closing arguments. Mr. Pierce presented Mr. Gately's closing arguments. Mr. Cook presented a rebuttal.

The Civil Service Board took this case under advisement.


The Board adjourned the hearing at approximately 3:56 PM

The Board resumed the meeting at approximately 3:56 PM


The Board adjourned the meeting at approximately 3:56 PM



John S. Kendall  
Chairman



Mazie A. Harris  
Vice Chairman



Donald J. Storino  
Secretary

Dated: February 19, 2020